



STATE OF CALIFORNIA  
**Department of Forestry and Fire Protection**  
**EXAMINATION ANNOUNCEMENT**  
**FORESTRY AND FIRE PROTECTION ADMINISTRATOR**  
**DEPARTMENTAL PROMOTIONAL**



CALIFORNIA STATE GOVERNMENT - AN EQUAL OPPORTUNITY EMPLOYER - EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.  
BW90-1031 7FS09

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORKPLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE, BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE, AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

DEPARTMENTAL FOR	Department of Forestry and Fire Protection
POSITIONS EXIST	Statewide
WHO SHOULD APPLY	Applicants who meet the minimum qualifications. Applicants must have a permanent civil service appointment with the Department of Forestry and Fire Protection as of <b>August 16, 2007</b> , the final filing date.
HOW TO APPLY	Examination Application STD. 678 must be filed with the Department of Forestry and Fire Protection by mail to <b>P.O. Box 944246, Sacramento, California 94244-2460, attention: Examination Unit</b> , or in person at 1300 "U" Street, Sacramento, California.
FINAL FILING DATE	Applications must be postmarked no later than <b>August 16, 2007</b> . Applications postmarked after the final filing date will not be accepted for any reason.
EXAMINATION DATES	Qualifications Appraisal Interview: It is anticipated that interviews will be held during <b>November/December 2007</b> .
SALARY RANGE	\$6632 - \$8042
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the application. You will be contacted to make specific arrangements.
ELIGIBLE LIST INFORMATION	A departmental promotional eligible list will be established for the Department of Forestry and Fire Protection. This list will be abolished 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	<p>All applicants must meet the education and/or experience requirements for this examination by <b>August 16, 2007</b>, the final filing date.</p> <p><b>NOTE:</b> Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.</p> <p>All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.</p> <p>Pursuant to Government Code 18935(b), candidates with <u>permanent</u> status at the Forestry and Fire Protection Administrator level or above may not be eligible to apply for this examination.</p>
MINIMUM QUALIFICATIONS	Qualifying experience may be combined on a proportionate basis if the requirements include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

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**Forestry & Fire Protection  
Administrator (Cont'd.)**

**MINIMUM  
QUALIFICATIONS  
(Cont'd.)**

**“Either” I**

One year of experience in the California state service performing the duties of a Deputy Chief, Forester III, or Assistant Chief (with pay differential).

**“Or” II**

Two years of experience in the California state service performing the duties of a Division Chief, California State Fire Marshal's Office; Assistant Chief (Supervisory); Assistant Chief (Nonsupervisory); Forester II (Supervisory); Forester II (Nonsupervisory); and Fire Prevention Officer II.

**“Or” III**

Experience: Three years of forestry experience which has included responsibility for an extensive administrative area, a major staff activity, or an extensive resource management project. Such experience must have been at least comparable to that of a Deputy Chief, Forester III, or Assistant Chief (with pay differential) in the California state service. **and**

Education: Equivalent to graduation from college with specialization in forestry, resource management, or other closely related natural resource field. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

**SPECIAL PERSONAL  
CHARACTERISTICS**

Demonstrated administrative ability; willingness to accept increasing responsibility; willingness to work long and irregular hours, to work in remote parts of the state, and to work on Sundays and holidays; willingness during the fire season to remain on duty as necessary or as emergency circumstances require; neat personal appearance; and hearing sufficient to perform the duties of the position.

**ADDITIONAL  
DESIRABLE  
QUALIFICATION**

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles.

**POSITION  
DESCRIPTION**

Under general direction, assists a Region Chief/Assistant Region Chief/Deputy Director in planning, organizing, and directing programs of CAL FIRE, such as in-charge responsibility at the CAL FIRE Academy for administration of statewide training; coordination of complex and difficult statewide or region-wide programs in the area of resource management, fire protection or fire prevention; and does other related work.

**EXAMINATION  
INFORMATION**

The examination will consist of an education/experience matrix and qualifications appraisal interview weighted 100%.

The education/experience matrix will be sent to all candidates who meet the minimum qualifications and will assist the interview panel in exploring each candidate's background. **CANDIDATES WHO DO NOT COMPLETE AND RETURN THEIR EDUCATION/EXPERIENCE MATRIX WILL BE ELIMINATED FROM THE EXAMINATION.**

The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. **CANDIDATES WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

**QUALIFICATIONS  
APPRAISAL INTERVIEW  
(Weighted 100%)**

Scope:

A. Knowledge of:

1. Contemporary fire protection organization standards and methods of emergency incident management used to deliver wildland and structural protection and other emergency services, including the Incident Command System (ICS), the Standardized Emergency Management System (SEMS), and the National Incident Management System (NIMS).
2. Departmental command and control policies and procedures for major emergencies.
3. State, local, and federal laws, codes, and ordinances relating to forestry, land use, fire protection, fire prevention, life hazard, fire hazard, and risk reduction; and methods of enforcement.
4. Policies, objectives, and standards established by the Board of Forestry and Fire Protection.
5. Conservation camp organization and objectives.
6. Cooperative fire protection programs with federal, State, and local agencies.
7. Public relations methods and policies, and interagency relationships related to fire protection and resource management programs in California.
8. Mission, vision and values of the department.
9. Organization, activities, and purposes of the Department of Forestry and Fire Protection.
10. State and federal environmental regulations.

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**Forestry & Fire Protection  
Administrator (Cont'd.)**

**QUALIFICATIONS  
APPRAISAL INTERVIEW  
(Weighted 100%)  
(Cont'd.)**

11. Environmental and natural resource management issues in California.
12. Environmental programs and forest and wildland management as practiced in California.
13. Principals, methods, science, and terminology of forest management in both urban and wildland environments.
14. State and Departmental fiscal, property, supervision, management, and personnel regulations, policies, practices, and procedures.
15. A manager's role in promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment that is free of discrimination and harassment.
16. Supervisory responsibilities under the Ralph C. Dills Act (Government Code 3512-3524).

**B. Ability to:**

1. Effectively plan, organize, direct, and control programs, projects, and emergency operations.
2. Read, comprehend, and apply written material.
3. Work effectively individually and cooperatively with others in a team or individual environment.
4. Apply the principles and methods of effective supervision.
5. Demonstrate leadership under unusually stressful conditions in both emergency and non-emergency situations.
6. Prepare clear and concise reports and maintain records.
7. Communicate effectively both verbally and in writing at a level for successful job performance.
8. Perform at a command level on emergencies.
9. Exercise good judgment.
10. Adjust and perform effectively in a changing work environment.
11. Determine and establish priorities for the completion of assignments.
12. Develop program plans and standards.
13. Fulfill supervisory responsibilities under the Ralph C. Dills Act.
14. Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.

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**VETERANS'  
PREFERENCE CREDITS  
AND CAREER CREDITS**

Veterans' preference credits and career credits are not granted in promotional examinations.

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**CONFIDENTIALITY AND  
SECURITY**

Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists, or cancellation of eligibility for employment in state civil service.

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**GENERAL INFORMATION**

**For an examination** without a written feature it is the candidate's responsibility to contact the Examination Unit of the Department of Forestry and Fire Protection, (916) 445-7824, three weeks after the final filing date if he/she has not received a progress notice.

**If a candidate's notice** of written examination or oral interview fails to reach him/her prior to the day of the written test or interview due to a verified postal error, he/she will be rescheduled upon written request.

**Applications** are available at State Personnel Board offices, local offices of the Employment Development Department, and the Department of Forestry and Fire Protection.

**If you meet the requirements**, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**The Department of Forestry and Fire Protection** reserves the right to revise the examination plan to better the needs of the service if the circumstances under which this examination was planned changed. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Riverside. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged onto the appropriate lists in order of final test scores (except as modified by veterans' preference credits) regardless of the date of the test and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of the State Personnel Board in Sacramento.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plan for self-development; and the progress he/she has made in his/her efforts toward self-development.

**Veterans' Preference Credits:** California law allows granting of veterans' preference credits in open entrance examinations and open-nonpromotional exams. Credit in open entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in open-nonpromotional examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. Directions for applying for veterans' preference credits are on the Veteran Preference Application (Form 1093) which is available from State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

**Career Credits:** In open-nonpromotional examinations, career credits are granted to: 1) state employees with permanent civil service status, 2) full-time employees of the state who are exempt from state civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in or are graduates of the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination Application form STD. 678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento, California.)

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device

1 (800) 735-2929 (TT/TDD) 1 (800) 735-2922 (Voice)

STS is Speech-to-Speech Service for persons with a speech disability and is reachable at

1 (800) 854-7784 (California) or 1 (800) 947-8642 (Nationwide)